

Report to: Health and Wellbeing Board

Date: 22 October 2014

Report of: Integration Board – Workforce subgroup

Report No:

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Report Title: Integrated Care Workforce Update

Non Confidential: This report does **not** contain information which warrants its consideration in the absence of the press or members of the public

Purpose: This report is to provide an update to the Health and Wellbeing Board on the developments of this key Health and Social Care Integration sub-group in support of a presentation to the Board.

Recommendations: The Health and Wellbeing Board is asked to consider and comment on the challenges posed by the Integration Programme and the approach being taken to respond to those challenges.

Decision:

**Background
Doc(s):**

Introduction

The Workforce sub-group of the Health and Social Care Integration Programme was established in July 2013. Membership includes workforce leads from Bolton Council, Bolton NHS Foundation Trust and Greater Manchester West NHS Foundation Trust, together with a Healthwatch representative and senior managers drawn from the partner organisations.

The group's main objective is to ensure that a comprehensive workforce development plan is designed, developed and delivered to underpin all elements of the Integrated Care programme. An initial piece of work was undertaken to scope the workforces from within the Provider organisations that would make up the 'Integrated Care' workforce. This also needs to be undertaken for voluntary sector provision.

As scheme descriptions and service specifications have become more defined it is now that the workforce group can assess the knowledge, experience, capacity and skills required to deliver each specification and assess the existing workforce's fitness to deliver the schemes.

The workforce development plan will highlight the steps needed to take the existing workforce from its current state to the desired future state over a period of time.

Challenges and next steps

The presentation to the Health and Wellbeing Board summarises the workforce challenges posed by the Integration Programme and the actions the workforce sub-group is taking to respond to those challenges.

The workforce sub-group is aiming to develop a comprehensive workforce plan for Integration, to be delivered over a 3-5 year time frame.

Whilst considerable workforce development can be undertaken within local Providers the workforce sub-group recognises the need to engage with local higher education institutions so that the future workforce is fully prepared for the delivery of integrated care.

An initial meeting has been held with Health and Social Care educational leads at Bolton University and it has been agreed that a curriculum development group will be set up to take this work forward.

Recommendation

The Health and Wellbeing Board is asked to consider and comment on the challenges posed by the Integration Programme and the approach being taken to respond to those challenges.